



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY AVIATION CENTER OF EXCELLENCE
453 NOVOSEL STREET
FORT RUCKER ALABAMA 36362-5105

REPLY TO
ATTENTION OF

Policy Memo 08-16

ATZQ-CG

21 November 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Aviation Center of Excellence (USAACE) Company Command Policy

1. Command is the essence of officer leadership. Fortunately, within USAACE we have numerous opportunities for aviation company-level command. Captains and majors are given equal opportunity to command based on ability, skills, and performance. Deviation from this policy is delegated to the USAACE Chief of Staff.

2. Command Selection Process.

a. The USAACE Officer Management Branch (OMB) will maintain an Order of Merit List (OML) of all captains who are eligible for O-3 company-level command at Fort Rucker. Officers are eligible for command if they have not completed 12 months in company-level or equivalent command. These captains will be placed on an OML upon inprocessing to Fort Rucker. The OML will prioritize officers by year-group and time-on-station and annotate special skills such as aircraft qualifications, maintenance background, and pilot experience (instructor pilot, maintenance test pilot, etc.). Officers who do not wish to command must sign a declination statement and schedule a personal interview with the USAACE Chief of Staff.

b. A second OML of all USAACE majors who are eligible for company-level command at Fort Rucker will be maintained by the OMB. Officers will be eligible for the command of A/1-145th, D/1-145th, and the SERE detachment only if they have already completed a minimum of 12 months in a company-level or equivalent command. These majors will be placed on the OML upon inprocessing to Fort Rucker. The OML will prioritize officers by year-group and time-on-station and annotate special experience such as the amount of key-development time the officer has had in branch-qualifying jobs. Officers who are interviewed and selected but do not wish to command must sign a declination of command statement.

c. In the 3-6 months prior to a command becoming available, the respective brigade S1 will notify the OMB and request the candidates from the OML for interviews. The following rules will govern the selection of officers to interview and the selection of the desired officer for command:

(1) The brigade S1 will notify the OMB of their intent to start the command selection process and identify any special qualifications necessary for the command (specific aircraft qualifications, maintenance experience, language skills, etc.) and schedule interviews.

(2) The Chief, OMB, will select the best candidates on the OML who meet the qualifications specified by the command and submit the names, with Officer Record Briefs, to the requesting brigade S1. In turn, the OMB will direct the candidates to schedule their interviews. If the candidate declines the opportunity to interview for any command, he/she must sign a memorandum through the Director, Aviation Branch Personnel Propensity Office/G1 to the USAACE Chief of Staff indicating that he/she

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declines the opportunity to interview for a command. The choice to decline an interview for command will result in that officer being removed from the Company Command OML.

(3) The gaining command will interview the officers identified by OMB from the OML and notify the OMB of their selection not later than the selection decision date coordinated with the OMB. Officers not selected will retain their original place on the OML. Announcement of the command selection will not be done until the selectee has been approved by the USAACE Commanding General. Officers not selected for command will be out-briefed by the interviewing battalion commander, with the intent being to give the nonselected officers feedback on what they can do to improve their opportunities for selection in the future.

3. Prerequisites for consideration for an O-3 level Company Command.

- a. The officer must be a Captains Career Course graduate.
- b. The officer must have successfully completed the SERE-C course.
- c. Upon assuming command, the officer must have at least 12 months retainability or be willing to extend past a standard 36-month tour.

4. Command Length. Command length is 18 months, plus or minus 6 months, in accordance with DA Pamphlet 600-3, Commissioned Officer Professional Development and Career Management, 11 December 2007, for key developmental positions. Fort Rucker's objective is to have the officer serve at least 18 months in command.

5. Control of the OML. The OMB, under the supervision of the Director, Aviation Branch Personnel Propensity Office/USAACE G1, will control the OML.

6. Officers will be released from their losing organization with sufficient time to conduct change of command inventories and assume command on the published change of command date.

7. "Above the Best"

/SIGNED/
JAMES O. BARCLAY III
MG, USA
Commanding

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